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5 December 1968

	MEMORANDUM FOR THE RECORD	
	SUBJECT: CS SENIOR SEMINAR Interview with 3 Decem- 25X7 ber 1968	
	1. I opened the interview with a prepared, succinct exposition of the origin and nature of the CS Senior Seminar proposal, a brief summary of the modification in concept and substance prompted by the Division and Staff responses to the initial draft proposal (which, I noted, was not prepared by OTR), and a request for further comments, and, specifically, identification of "vital, current CS problems" for discussion at the Seminar.	
	2. WH Division, which had responded with one of the more thoughtful and meaty memoranda on the Seminar, had relatively little else to offer in this follow-up session.	
25X1A 25X1A	3 based on his experience lecturing to CT's, thought that the development and recruitment of agents was slighted in the CT operational training. Training seemed to proceed from the basis that the assets were already there, that one then "took them over," and the operation continued from that point. I observed that I was not that familiar with CT training, although I assumed that development and recruitment factors were at least implicit in the various live problems. In this connection, I asked 25X1 about his "grid system" for spotting assets (which had been mentioned to me by) and requested a copy of any paper he might have written on it. He replied that he had never written it	IA
	down, although it would be fairly easy to do so. This system, by the way, is what he presents to the CT's and their reaction to it is what prompted his earlier remarks.	

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25X1A 25X1A	apparently managed by	25X1A
	5. All of the WH officers felt that the use and deficiencies of nonofficial cover should be taken up by the Seminar.	
25X1A	also suggested the following two topics: the difficulties of developing a proper balance between the demands of daily requirements and long-term operational activities; development of a system for retention and passing on of transferable contacts from one case officer to another.	
25X1A	noted that assets were sometimes developed to the "special connection" stage, whereupon the case officer is transferred and the contacts lost sight of. Subsequently, these contacts may grow in stature and importance either in their own country or elsewhere, but there is no systematic way of identifying them.	
	7. The foregoing prompted to propose the whole problem of emerging elites as a Seminar topic. Despite some efforts in this direction, the Agency still does not, he thought, identify leadership types who may prove to be the top people in their countries a decade or so hence.	25X1A
	Coordinator, CS SENIOR SEMINAR	25X1A